



Baringa EBA Log of Claims – Version 1

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Starting Negotiations For Enterprise Bargaining

<p>1. Change</p> <p>a. Wage rates – increase 15-17% percent above award wage, over three years (current EBA at 10% above award wage)</p> <p>b. Professional development day to be held during work hours (current EBA does not specify. 2020 PD Day held in work hours with support of parents).</p> <p>c. Up super contributions to 0.5 percent above the standard employer contribution, rate of 9.5 percent so bringing it to 10 percent (current EBA refers to Federal Superannuation Guarantee Legislation).</p> <p>d. Staff meeting – apologies to staff meeting, should be sent to Centre Management via admin@baringa.org.au. (Current EBA requires apologies to be sent to Baringa Board).</p> <p>e. Parental leave 16 weeks full pay or 32 weeks at half pay. Available for permanent and permanent part time employees after 12 months of continuous employment. (Current EBA provides 52wks unpaid parental leave)</p>	<p>2. Policy</p> <p>a. Non-contact time to increase to 8 hours a week for Team Leaders. (Award allocates 2 hours; with Director’s discretion it is currently 5 hours a week)</p> <p>b. Study leave</p> <ul style="list-style-type: none"> • Full time / Permanent part time staff to be eligible a minimum of 3 hours a month for educators working towards a Bachelor of Early Childhood Education. (hours for Permanent part time to be pro rata) • This is on top of Study Leave already provided for professional placements. <p>c. Bonus based on performance. This could be given to rooms and in the way of a lunch or movie tickets etc.</p>	<p>3. Keep</p> <p>a. Income protection</p> <p>b. Hours of work stay at 38 a week for full time staff.</p> <p>c. Return to work after maternity leave. Allowing up to 12 months unpaid leave.</p>	<p>4. Add</p> <p>a. Christmas Eve shutdown. Full day off / half day</p> <p>b. Wellness day 2 days every 6 months but don’t carry over if not used. (These days are not to be used over Christmas shut down, and to be taken only with directors approval)</p> <p>c. Bereavement leave increase to 4 days.</p> <p>d. 4 hours every 3 months given to donate blood.</p> <p>e. 2 days paid leave for members who are involved with organisations such as the SES or army reserve to help with natural disasters (per financial year)</p> <p>f. 10 percent childcare fees discount for educators whose children attend Baringa.</p> <p>g. Changing room ratio to:</p> <ul style="list-style-type: none"> • 1 to 3 for infants • 1 to 4 toddlers • 1 to 9 preschools <p>h. For employees who work 38 hours a week in 4 days, if a public holiday falls on a day they are not rostered but have already worked the 38 hours, an additional day off would be arranged. (We feel this is the same as having an RDO, refer to EBA 7.5.6 Substitute Day Off) and should have the same entitlements if an RDO day was to fall on a public holiday.</p>
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